

ABSTRACT

Pakistan is in the phase of transition, Government with the cooperation of its numbers of organizations, working and planning to increase the values of organization in Pakistan. The topic of this study was “Determination of Factors of Job Satisfaction in Telecommunication Sector by using Factor Analysis”. The main concern of this study is to provide researcher and policy makers a group of factors which are contributing to improve performance of an employee in telecommunication. This was observational study based on 180 employees. A structured questionnaire was filled out by participants. In order to meet the objective of study specifically, modern statistical technique Structural Equation Modeling (SEM) was used for analysis purpose. In the first phase of analysis Exploratory Factor Analysis (EFA) were run and in second phase of analysis the results were justify using Confirmatory Factor Analysis (CFA). The result shows that employees were inspired by discipline, Norms, Health facilities and co-ordination among management about the Organization. Research also shows that employees were inspired by working conditions, future benefits, working goals and supervision.